

GENDER PAY GAP REPORT 2019

RBLI is committed to being a great place to work and ensuring that all employees are supported to achieve their potential. It is only with our dedicated and passionate workforce that we are able to continue to improve lives each and every day. We have and will always strive to create a transparent and inclusive culture which encourages diversity in all its forms by recognising that none of us is defined by one aspect of our identity alone. This is not just with regards to gender, RBLI believes that everyone should have an equal opportunity to thrive. We are pleased to be able to state that our mean gender pay gap is 5.25% which is significantly below the average of 17.3%

Women make up 57.5% of our workforce, and we have maintained our positive position from last year, where we are currently seeing 51% of managerial positions being held by women. We are also proud of the strong female representation within our Executive Team, with 50% of senior leadership roles being held by women.

The number of women in the lower quartile has increased from previous years which is due to the opening of RBLI's new care facility, Appleton Lodge. The higher number of female employees within this quartile reflects the preponderance of females working in the welfare and care sector across the UK.

RBLI is committed to not only maintaining its positive position on gender and pay, but are also committed to encouraging inclusive practices to ensure a diverse range of opportunities are available in order for all of our employees to thrive.

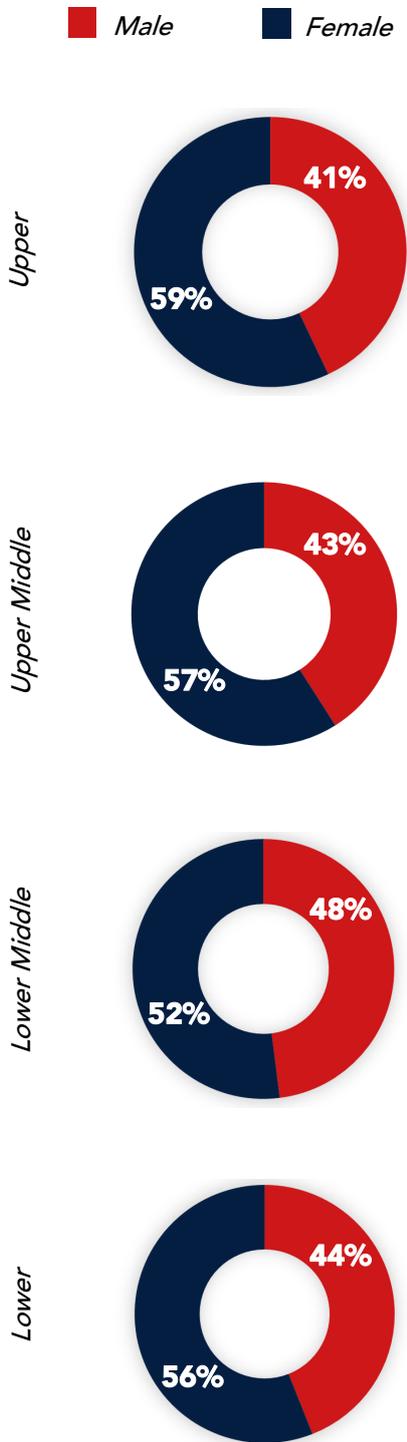
STEVE SHERRY CMG OBE
CHIEF EXECUTIVE

VICTORIA ABBOTT
HEAD OF HUMAN RESOURCES

DATED: 23 MARCH 2020

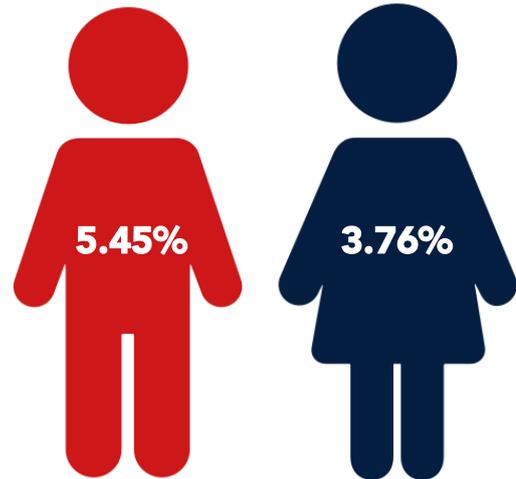
PAY QUARTILES

The image below shows gender distribution when RBLI employees are evenly split into 4 quartiles.



BONUS PAY

Proportion of employees receiving a bonus



MEAN / MEDIAN

Difference between gross hourly earnings for all men and all women.

MEAN	MEDIAN
5.25%	-12.40%

Difference between bonuses paid to men and women.

MEAN	MEDIAN
25.80%	47.22%

RBLI confirms that the data reported is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

OUR COMMITMENTS

RBLI is committed to maintaining and improving its current positive stance on gender and pay and continues to do this in a variety of ways.



FINDING THE RIGHT TALENT

We will continue to attract and hire the best person for all of our positions regardless of gender but always based on experience, skills and qualities.



ENCOURAGING INCLUSIVE PRACTICES

We will ensure that every policy, procedure and management guidelines encourages inclusive ways of working and reinforces our commitment to developing and maintaining an organisation in which differing ideas, abilities and backgrounds and needs are fostered and valued.



REVIEWING OUR SUCCESS

We will not become complacent but will keep our own performance in this area under ongoing review and seek to continually improve the experience of our own staff in respect of equality, diversity and inclusion.



DEVELOPING OUR WORKFORCE

We will upskill leaders and line managers to own and drive RBLI's diversity, equality and inclusion agenda in their respective business areas and will provide mandatory diversity training for all employees.